MRDoa
13:2

Time Limit 20 Minutes RETURN TO PAR

FLASHES

From Here and There and Everywhere

By BILL WILLIAMS

Do the Taxpayers Pay For Firemen or Musicians?—

"Music hath charms to soothe the savage breast." A certain councilman, who, himself, should be a tuba player (it takes plenty of wind) seeks to turn the fire department and the police department into concert units as a matter of civic pride or perhaps in direct opposition to the legitimate procedure of the musicians' union. The fire chief wants his men to be firemen and the police chief wants his men to be policemen but despite this insistence on efficiency, Councilman What's-his-name insists that efficiency should be sacraficed to art. We happen to know that Councilman What's-his-name once put on a show and took vigorous exception to the musicians' union demand that the legitimate number of local musicians be employed to augment an imported band. Resenting the musicians' demand that their local men be allowed to make a legitimate living, this gentleman would attempt to use his official position to engineer an action that would rob the city of its present police and fire department efficiency and cost the taxpayer money in order to press a selfish and assinine private grudge. It's a great thing that Councilman What's-his-name's official importance is but a figment of his own ego in which the general public does not concur.

★

There's Always One More Horse—

A kingdom for a good horse or for any kind of a horse. Horses . . . horses. They seem to be a good investment. Look at Seabiscuit or War Admiral. Or look at the saddle horses that skirt the bridle paths on a Sunday morning. Out there on the hillsides. If the city council will take the lead we will all go in for horses . . . and saddles. Think of it. When times get tough and public sentiment switches and the ins go out, what a comfort a couple horses can be.

You know in Paris they have horse butcher shops. Horsemeat isn't really bad. It's swell when you're hungry. And they tell me that a good leather saddle, if boiled long enough, will make a fair sort of soup. Will the city council, collectively or individually, pass on the merits of the horse as an investment? Or will any particular councilman, who knows about horses, please advise us?

This is either a horse on somebody or just plain horsefeathers. But it's a safe bet that when Humpty-Dumpty tumbles and gets scrambled, "all the king's horses cannot put him together again."

★

Bridges Pops Up—

Well, at last the top sergeants have all gotten together in one big army back east. I refer to the bosses of the "Communists for Industrial Organization."

West coast head man 'Arry Bridges took the old boy, Dictator John L. Lewis, over the coal only Wednesday and John, with his extended chin and his long eyebrows waving in the breeze, struck back at Communist Alien Bridges in a voice that rocked the city of Pittsburgh.

When a couple of guys with long knives get together for control you can't tell what will happen.

But things are turning out as we expected . . . the top sergeants are fighting for control and it won't be long now before the thing "blows up."

★

Nazi Boat Wouldn't Salute U. S. Boat Here—

I'm told that when the U. S. fleet entered San Francisco bay to attend the Armistice day celebration some of the boats had to pass the nazi ship, docked at the foot of Grove street after a "questionable explosion."

It seems, as the story goes, it's customary for all foreign boats to salute another boat when passing . . . but I'm told the nazi ship didn't do so in this case.

Insult after insult seems to be the custom of some countries and especially the one governed by Herr Hitler.

Maybe the 20 years after celebration (after the world war) had something to do with it.

I wonder sometimes too, if certain things are done so as to delay voyage so more information can be had about our seaports.

Catch on?

UNION LABEL LEAGUE ADJOURNS MEETING

There will be no meeting of the Union Label League of Alameda county next Thursday night, Thanksgiving.

Next regular meeting of the league will be held Thursday, December 8th, in Carpenters' hall, 761 12th street.

The regular meetings of the league are held the second and fourth Thursdays of each month.

Organizations not yet affiliated with the league are invited to join at once.

Death Takes Member Of Sign Painters' Union, Local No. 878

W. B. O'Brien, proprietor of the O'Brien sign shop in Alameda, and an old time member of the local union of sign painters, died Monday morning at his home in Alameda.

Funeral services were held from an Alameda funeral parlor yesterday morning.

He leaves to survive him a wife and daughter.

UNION MEN

. . . of Alameda County earn six million dollars monthly and are spending their Union wages at home with friends of Labor.

AN AMERICAN FEDERATION OF LABOR PUBLICATION

EAST BAY LABOR JOURNAL

THE ONLY OFFICIAL NEWSPAPER OF ORGANIZED LABOR IN ALAMEDA COUNTY

Owned, Controlled and Published by

CENTRAL LABOR COUNCIL OF ALAMEDA COUNTY AND BUILDING TRADES COUNCIL OF ALAMEDA COUNTY

VOL. XIII. NUMBER 2 | OAKLAND, CALIFORNIA, FRIDAY, NOV. 18, 1938 | SINGLE COPIES FIVE CENTS

OAKLAND NOV 19 1938 FREE LIBRARY

BUSINESS MEN

. . . who appreciate patronage of Union men and women and their families advertise in Organized Labor's official newspaper.

Oakland Chief Heads State Association

Officers Elected at Annual Convention of State Civil Service Employes

NEXT CONVENTION HERE

65,000 Members Are Represented at Meeting Organized to Uphold Merit System in State

At the annual convention of the California federation of civil service employes, held November 11, 12 and 13 in Los Angeles, the following officers were elected for the coming term:

President, M. J. Terry, Oakland; vice president, Morris Preston, Glendale; 2nd vice president, Fred Levy, San Francisco; financial secretary, John O'Conner, Oakland, and treasurer, Ivan Flamm, San Francisco.

Executive committee, H. B. Grover, Huntington Park; Hubert Person, Berkeley; J. A. Steele, Sacramento; Arthur Winston, Alameda; George Pierron, Modesto, and H. C. Williams, Santa Monica.

Executive secretary, G. W. Eves, Oakland.

Delegates from all parts of the state represented some 65,000 civil service members and voted to hold the next convention in Oakland.

Purpose of the association is "To uphold and advance the merit system for public employes in California."

Cooks, Waiters On Strike At Colonial

Some 18 members of the Cooks, Waiters and Waitresses' Union, Local No. 31 continued their strike at the Colonial cafeteria, 15th and Franklin streets this week with the management still refusing to meet union wages and working conditions.

Heads of the local union reported "unfair" conditions existing at the Colonial to the local joint council of culinary workers recently and the council instructed the union to place the matter befor the central labor council's executive committee for action. Hearing the case the executive board recommended the Colonial be placed on the official "We Don't Patronize" list of organized labor.

Evidence presented showed that cooks receive as low as $22 a week while the union rate is $35 for 40 hours; waitresses receive $13 a week and counter employes work as high as 54 hours a week.

Organized labor members and their friends will not patronize the Colonial until a favorable settlement is reached with the union. Until then the Colonial will remain on the official "We Don't Patronize" list of the Central Labor Council of Alameda county.

Teamsters Aid Sick And Injured Members

The tangible benefits which members of national unions affiliated with the American Federation of Labor gain is pointedly revealed in the report by officials of Local No. 287 of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers' of America, San Jose, Calif., of the assistance rendered to eleven members of that local, who lost work during October due to sickness or injury.

Two members were paid $125 each during the month, one member received $50 and eight were paid $25 each, making total disbursements for the month of $500 in benefits.

Union Printers Gain Pay Increase Contract

A strike by the typographical union, Marshall, Texas, in a wage controversy brought about a one-day suspension of the Marshall News-Messenger.

The strike was settled and the publication of the paper resumed when union officials and the publisher agreed on a new contract.

Union officials said that the new wage scale goes into effect in all printing plants of Marshall. Printers in several commercial shops joined the News-Messenger employes in their wage demands.

STATE FEDERATION SENDS THANKS FOR SUPPORT AGAINST No. 1

No Room for Dictatorship In Golden State, Says Secretary of State Labor Movement

With a victory of close to 400,000 votes indicated by unofficial returns in the battle against state Proposition No. 1, the so-called "labor" initiative, Edward D. Vandeleur, secretary of the California State Federation of Labor, today issued the following statement:

"In behalf of the executive council of the California State Federation of Labor, which acted as a general executive campaign committee, I wish to thank everyone who assisted in defeating this vicious proposal.

"The vote recorded is the answer of right thinking people to those who would set up a dictatorship in California. The vote shows that the people of California will not tolerate proposals of would-be dictators, and that they cannot be influenced by their propaganda.

"The answer of the people is clear to those who sought to hamstring liberty and the right of free speech and freedom of the press. And they should take the decision of the people to mean that if they don't like our particular form of government they should go elsewhere and find a government with a form of dictatorship to their liking.

"It is only regretable that so many well meaning citizens allowed themselves to be used in the malicious attempt to foist such a law upon labor.

"To all members of organized labor, and those genuine citizens who responded so nobly to the cause of righteousness and worked against and voted against Proposition No. 1, we extend our thanks and our congratulations for their ability to think clearly and honestly and protect our constitutional rights and our heritage of freedom from dictators."

Letters of thanks were also sent to affiliated bodies and the various groups of citizens who worked against the measure.

Jewelry Company Signs with East Bay Local Unions

The Crescent Jewelry company, 1100 Broadway, Oakland, is the latest firm to join the ranks of organized labor.

This firm has in its employ office workers, clerks and watch makers, all members of their respective unions.

Edward N. Lipson, owner, was active during the recent campaign in defeating Proposition No. 1, the anti-labor initiative.

When it's jewelry, the Crescent has it.

Office Workers To Dance Nov. 26

Do you remember the swell dance the Office Workers' Union, No. 20744 gave last March at the Hotel Oakland? The stenos and the penpushers promise their next dance will be even better. The date is Saturday, November 26th, to wind up the holiday week in really great style. The place is the Hotel Leamington, and the orchestra is Neil Bondshu's.

A door award will be given away the night of the 26th; it positively will not be held over until the next time! So why not be the lucky one to collect and have an evening's enterainment at the same time?

There will be some swing pieces for you jitter bugs who would like to show the carpet and linoleum layers' union how to really be a "rug-cutter." For those of you who like to take it a little slower and easier, Neil promises rhythm that satisfies. Are your feet getting itchy? Then why don't you boys and girls of organized labor really get organized and put on your dancing shoes and join the crowd at the Leamington the 26th? We're counting on all of you to be there.

OAKLAND PRESSMEN MEET MONDAY IN REGULAR SESSION

Regular meeting of Oakland Printing Pressmen and Assistants' Union, Local No. 125 will take place Monday night, November 21 in hall No. 3, labor temple. Meeting convenes at 7:30 o'clock sharp.

Executive board meets Monday evening also at 6:45 in the labor temple. Chairman Jos. Tofanelli has requested all members of the board to be in attendance.

Steamfitter Killed

William Lambert, a member of the steam fitters' international union, was killed last Saturday morning by an S. P. train.

His remains, according to C. D. Gibbon of the local steam fitters' union, were shipped to Kansas City for burial.

IS THE OUTLAWING OF THE "CLOSED SHOP" ANOTHER PROPOSITION No. 1?

On May 27, 1895, the supreme court of the United States for the first time in its history issued an injunction in a labor controversy. Following this decision the issuance of injunctions became the favorite means of employers to strike at the efforts of organized labor to raise the standards of living. So great was the use and often times the abuse of the power of the courts to grant injunctions that today it is common knowledge and generally accepted that the injunction is the economic weapon of the employer, as the strike, picket, and the boycott is the economic weapon of the employe. Especially in federal courts and in jurisdictions such as Massachusetts and New Jersey did the employer find an especially responsive cord in the courts to his appeal for injunctive relief.

It may have been the early pioneer spirit of Californians, coming to a new land, free of old world doctrines of master and servant, that provided the California courts with judges that early recognized the rights of the laborer in industrial disputes, and paved the way for a true collective bargaining in this state. In California, therefore, the injunction has found little response in our supreme court as the economic weapon of employers.

The abuse in federal courts, finally led, after attempts of amendments, to the Sherman anti-trust laws and the Clayton act, to the passage of the Norris LaGuardia anti-injunction act in 1932, which took away from the federal courts their powers to grant injunctions with the free hand which they had previously exercised whenever a labor dispute was involved. And in 1935 the Wagner act was passed prohibiting unfair labor practices by employers, and protecting and guaranteeing the closed shop upon demand of a majority of employes.

In 1933 the California State Federation of Labor presented and had passed by the state legislature of California, a statute indexed then as a "Yellow Dog Contract Statute." This statute was patterned after the Norris LaGuardia anti-injunction act. Both statutes, as well as the Wagner act, provide in their declaration of policy "governmental authority has permitted and encouraged employers to organize in the corporate and other forms of capital control. In dealing with employers, the individual unorganized worker is helpless to exercise actual liberty of contract and to protect his freedom of association, self-organization, and designation of representatives of employment. Therefore, it is necessary that the individual workman have full freedom of association, self-organization and designation of representatives of his own choosing . . . for the purpose of collective bargaining or other mutual aid or protection." This California statute further provides that a promise made to an employer to join or not to join a labor organization should NOT afford any basis for the granting of an injunction.

This California statute now appears in the labor code, Sections 920 to 923 inclusive. The same declaration of policy also appears in a statute passed in Wisconsin at about the same time that the California statute was passed. To those who are now lawyers it is evident that this statute was to protect collective bargaining and to encourage and assist organization of employes in order to accomplish equality of bargaining between employers and their workers. Those lawyers, however, hired by big business find within this statute just the opposite and claim that an attempt by a union to procure a closed shop contract is the interference with the collective bargaining rights of employes. In two cases arising out of Wisconsin, one of which went to the supreme court of that state, and the other of which went to the United States supreme court, it was held that the "closed shop" contract was not outlawed, but to the contrary, the purpose of the statute was to assist in organizing. In thus holding, these high tribunals recognize that the closed shop, if not essential, is at least a desirable and effective means of organization and of advancing collective bargaining.

To our knowledge, these are the only cases in which the same language appearing in the California statute has been interpreted. Not being lawyers, we may be mistaken in our belief that courts are governed by precedents, and if we are thus mistaken, it seems to us that a decision of as high a tribunal as the United States supreme court should have sufficient prestige as to be compelling, if not controlling, on another court, especially where that decision is based upon an enlightened view of maintaining collective bargaining and an appreciation and understanding of the factual situations present in today's industrial

Continued on page 3

Labor Urged to Obey "Unfair" List of State Federation

An appeal to all members of organized labor to obey the "We Don't Patronize" list as revised by the 1938 convention of the California State Federation of Labor was issued this week to every affiliated organization by Edward D. Vandeleur, secretary of the federation.

A bulletin especially prepared for posting in meeting halls and public places was issued covering the revised list, prominently appealing to all trade unionists to

"Demand the union label, union shop card, and union button, when spending your union-protected wages! Aid the fair employer against unfair competitors."

The bulletin also included special reference to convention action asking support of the United Garment Workers warning against private labels used by various firms.

"Particular attention is also called to several new names added to the official list by convention action," Vandeleur said.

The additions include:

Publications of the Curtis Publishing company, Philadelphia, including "Saturday Evening Post," "Ladies' Home Journal," and "Country Gentleman."

Publications of the R. R. Donnelley enterprises, Chicago, including "Time," "Life," "Hunting and Fishing," "Funk and Wagnalls Encyclopedia," and other publications.

Shoes manufactured by Edison Brothers Shoe company operators of Leeds, Burt's, and Chandler Shoe stores in California.

Milling products of the V. O. Milling company, Los Angeles.

Attention is also called to a request of the executive council of the federation that organizations which have asked for the placing of names on the list maintain an active and vigorous campaign against the firms or products involved.

LABOR MUST FIGHT AT NEXT SESSION

Due to Recent Court Decision, Organized Labor Must Be on Its Guard or Lose Its Rights

Confusing issues in labor relations in California, and moot points that are quite debatable seem to have evolved into a situation that demands labor's immediate attention and labor's immediate action so that these issues may be clarified and where possible, rectified.

The situation existing relative to the strike and picketing of Guy's drug stores is illustrative of this fact and points directly to labor's responsibility in the matter of its procedure and its authority to further its aims under existing laws and statutes. The Wagner act states clearly and definitely defines the status of both labor and the employe.

The Norris-La Guardia act of 1932 likewise defines and directs the procedure of both employer and employe relative to collective bargaining and closed-shop issues. This legislation goes into the matter of definition of the closed-shop, the regulation of contracts, the provisions of collective bargaining, the issuance of injunction against labor activity and all of the elements that have become controversial in the Guy drug affair, labor is of the opinion that these issues are clearly defined by these labor laws and in no sense should be controversial.

Read Editorial

A legal interpretation of this national labor legislation and also of Chapter 1, Part 3, sections 920 to 923 inclusive of the labor code, passed by the California legislature in 1933, are dealt with convincingly in an editorial published elsewhere in this paper.

Labor is of the opinion that 51 per cent unionization of any plant warrants the "closed shop." In the Guy drug stores case eleven men who went on strike and one who remained are involved and that situation seems to be the crux of the whole controversy.

Labor is also of the opinion that there are no provisions in this labor legislation that limit the cause of strikes to hours, wages or conditions of employment, which provisions were incorporated in the late, unlamented Proposition No. 1 which went down to defeat by almost 400,000 votes. It is quite probable that our interpretation is wrong. If this is the case, labor should immediately take steps to have this situation remedied at the next meeting of the California legislature.

The laws on the statute books of the state of California, should most certainly coincide and be in accord with national labor legislation which, we may imply, should be the law of the land.

Is State Issue

The Guy drug stores issue ceases to be a local controversy and becomes a proving ground as to whether labor has misinterpreted its legal rights or is confronted with a situation where these rights do not exist. If the latter is the case, it becomes incumbent upon labor to bring its fight to Sacramento without delay.

The editorial referred to in this paper should be read and digested by every individual in any manner connected with the welfare of the organized worker. We invite all periodicals to reprint it and to give it a wide circulation among thinking people.

Prominent Labor Leader Mentioned For State Post

It is rumored around the labor temple that Dewey Mead, San Francisco supervisor, is slated for the post of state labor commissioner when Governor Olsen takes his seat January 1st.

Dewey is a prominent member of the painters' international union and with his wide experience in labor circles should prove a valuable man for the post.

His name was mentioned for the office of secretary of the state federation of labor but he declined to accept the office in favor of Edward Vandeleur.

Laborers' Union Grows

Fifteen new members were added in one week to the rapidly growing roster of Santa Barbara General Laborers' Union, Local No. 591, affiliated with the International Hod Carriers, Building and Common Laborers' Union of America.

HAWKINS ELECTED VICE PRESIDENT OF INTERNATIONAL

Glen Hawkins, assistant business representative of the Alameda County Building and Construction Trades Council and member of the Oakland housing authority, returned to Oakland Wednesday after attending the annual convention of the international roofers' union held in Cincinnati.

Hawkins returned with the honor of being elected 7th vice president of the international union; covering the districts of Washington, Oregon and California.

A new entire executive board was elected by the convention. General President G. W. Jones and Secretary M. J. Gavlack were re-elected.

VANDELEUR TO CONFER WITH PRES. GREEN

With expansion of A. F. of L. organizing activities in California as a major topic of discussion, Edward D. Vandeleur, secretary of the California State Federation of Labor, left Tuesday for Washington, D. C., to confer with William Green, president of the A. F. of L.

Vandeleur will acquaint Green with general conditions in California and seek financial aid for an extensive organizing program for the state, as well as discuss various jurisdictional controversies affecting different groups, particularly in the agricultural, canning and fish industries.

"California, through the organizational program carried out by the Federation, has contributed heavily to the American Federation of Labor," Vandeleur said. "There is now need for additional organizing work, and an appeal will be made for financial assistance to carry it out.

"Also, we are confronted with CIO efforts to disrupt various groups, and in view of the fact that we can expect no assistance from the national labor relations board in protecting our interests and organizations, we must prepare for the proper policing of our own organizations, and the extension of organizing activities."

Vandeleur said he felt that the present limited staff of state federation organizers should be at least doubled, and he will base an appeal for financial assistance from the A. F. of L. on this need, as well as the necessity of protecting existing organizations from planned inroads by the CIO.

The state secretary plans to spend several days in Washington following his arrival there Thursday in discussing the California and other Pacific coast situations with President Green.

Fibre Products and Wax Paper Workers Meet Here Tonight

Regular meeting of Corrugated Fibre Products and Wax Paper Workers' Union, Local No. 382 will be held tonight in the labor temple, 2111 Webster street, Oakland, beginning at 8 o'clock.

Nomination for all officers of the local union will be in order at tonight's meeting. Meeting to be held in hall No. 1, first floor.

All members are asked to make an especial effort to attend.

SMALL SALARY FAMILIES BENEFITED BY FHA

The federal housing administration program for stimulating the construction of lower-price homes by government-insured mortgages has greatly benefited the owners of homes valued at $6,000 or less, according to a statement by Administrator Stewart McDonald.

Of the mortgages accepted for insurance on new single family dwellings during April, May and June, 64 per cent were on properties having a valuation of $6,000 or less, Mr. McDonald said. During the year 1937, only 59 per cent were in the group list at a value of $6,000 or less.

According to Mr. McDonald's analysis, 96 per cent of all mortgages on new homes accepted for insurance by the government were on properties costing less than $10,000, and only one out of 25 homes cost more than $10,000.

WISDOM

I think the first virtue is to restrain the tongue; he approaches nearest to the gods who knows how to be silent, even though he is in the right.—Cato.

AFL STRIKES, CIO TAKES THEIR JOBS

CIO Used as Strikebreakers On Contra Costa Unit of Central Valley Project

Another example of how the CIO is being used as strikebreakers is on the Contra Costa unit of the Central Valley water project.

American Federation of Labor building tradesmen struck the project several days ago after the contractor refused to meet union wage scales and working conditions.

A few days later the contractor imported members of the CIO and other strikebreakers from the southern part of the state and only recently signed a contract with them.

The AFL tradesmen, fighting to retain the prevailing wage scale. learned a few days ago that the CIO accepted the job for far less than the union rate and are working along side of other imported strikebreakers.

All building trades councils in the state of California and elsewhere will be called upon to assist the Contra Costa County Building Trades Council in settling the difficulty favorable to the AFL.

No AFL member is allowed to work on the project until the strikebreakers are removed.

Council To Fight Judge's Decision

Following the decision of Judge J. D. Murphey of the Alameda county superior court outlawing "closed shop" contracts upon the interpretation of the labor code that such contracts are illegal in California, the law and legislative committee of the central labor council here met to take steps to bring about an amendment of the law.

William A. Spooner, secretary of the council and chairman of the law and legislative committee in reporting upon their deliberations stated:

"An appeal has been taken from Judge Murphey's decision. We are certain that supreme court will not uphold him in his interpretation of the statute. The state federation of labor presented the statute in order to limit the granting of injunction and not to expend the powers of the court in that respect. The committee has met with Secretary Vandeleur of the state federation of labor and is taking steps to enlist all central bodies in support of proper legislation at the next session of the legislature."

Local 119 of Bakers Meet Tomorrow Nite

Members of Bakers' Union, Local No. 119 will meet in special session tomorrow (Saturday) night in Odd Fellows' hall, 11th and Franklin streets at 6 o'clock.

Purpose of the special called meeting, according to Secretary Charles Bullock, is to nominate officers for the ensuing year and to consider proposed amendments to the by-laws of the local union.

Those failing to attend, Bullock said, will be assessed the sum of $1.00.

MRS. P. J. KRAUS DIES AFTER LONG ILLNESS

Mrs. P. J. Kraus, wife of Peter Kraus, a member of Steam Fitters' Union, No. 342, died after a long illness at a local hospital, Wednesday of last weel

Funeral services were held Monday from a local undertaking parlor.

Wage-Hour Act Applies D. C. and U. S. Possessions

Employes within the District of Columbia and United States territories and possessions will be dealt with for the purposes of the fair labor standards act on the same basis as employes working in any of the 48 states, Administrator Andrews made known recently.

CULINARY WORKERS OF ALAMEDA COUNTY ASK THAT YOU DO NOT PATRONIZE

UNFAIR

RESTAURANTS & CAFES

As listed in the Journal

Walsh-Healey Act Contract Awards Total the Sum of $634,354,372

The tremendously important benefits secured for working men and women through constructive legislation promoted by the American Federation of Labor are strikingly revealed in the announcement of Secretary of Labor Frances Perkins that during the week ending October 31, 1938, thirteen government agencies awarded contracts valued at $13,354,675 under the Walsh-Healey public contracts act, and that since the act went into effect, September 28, 1936, "10,792 contracts valued at $634,354,372 have been awarded to firms throughout the United States and its territories which have agreed to comply with its stipulations."

The Walsh-Healey act was bitterly opposed by reactionary employers during two sessions of the United States congress, but the vigorous action of the American Federation of Labor overcame the opposition and secured its passage during the closing days of the second session of the 74th congress, in 1936.

The act requires that all contracts for $10,000 or more for supplies for the federal government coming under the jurisdiction of the measure shall contain provisions that the prevailing rate of wages, determined by the secretary of labor, shall be paid, that employes must not work more than eight hours in any day or forty hours in any week, and that boys under sixteen years of age and girls under eighteen years of age or convict labor must not be employed. Sweatshops and homework are banned.

Contracts can be canceled if any of the provisions of the act are violated. Payment on contracts can be withheld when contractors engage in "kick-back" practices or other violations. Such payments are made to the secretary of labor, who returns them to the defrauded workers.

PAINTERS' NOTES

HUGH RUTLEDGE

The following brothers still on the sick list: Atkinson, Branch, Baker, Dunn, Tedd, Fullmer, Christensen, Quigley, Woolworth, Laymance, Vincent, and Taitte, all improving. Bill Donovan is still in a very serious condition in Palo Alto hospital with nervous disorder. No visitors are allowed.

The business representatives report after several meetings with the representatives of District Council No. 8 and the San Francisco locals that men from either side of the bay will be allowed to work on Treasure Island without discrimination or transfer of cards. This applies to all work with the exception of state work or the work for the exposition. On this work an even division between Locals 1158, 19 and 127 will be enforced. Practically all painting work was stopped this week on account of colors. The Raphael Co., Dave Zelinskey, Paoli Co., Quant & Sons have most of the big jobs. J. J. Burdon has the paint job on the Ford building and we expect this job to open soon. When going to work on the island be sure to secure a clearance card from this office.

We were sorry not to see more of the brothers at the dance last week. A good crowd attended and a fine time was had by all. Refreshments were served and dancing lasted to 1 a. m. A fine exhibition of Irish clog and Swedish polka was put on by Brothers Doyle and Tornquist. Buck Groff led the grand march at midnight. Brother Wahlberg, as master of ceremonies gave Buck his pick of the girls for a partner, and I will have to admit that Buck knows how to pick them. We hope to make this an annual affair.

We are glad to announce that Brother Dewey Mead, supervisor of San Francisco county and representative of Painters' Local 1158 has been prominently mentioned for the office of state labor commissioner. Brother Mead has had long experience with the labor movement and we hope that the appointment goes to him. This local will be requested for his endorsement as well as the building trades council and all locals in Alameda county.

We note the twins, Compton and Carpenter together again. Hamburger Gus will probably find business picking up.

Enamel Is Studied By Apprentices

This week's training has covered the study of enamel. The material of which it is composed, the elasticity and covering qualities of the material. Two nights are not sufficient to cover this subject so it shall be taken up again.

Apprentices please note. It has been ordered by the district council that unless the apprentices attend the class that he is assigned to, he is liable to removal from his job. Sickness demands a note from the apprentice's employer stating the apprentice did not work on the day he missed class.

For every meeting of the class that is missed the apprentice loses one week of his raise. That is, it costs a fellow about two or three dollars to miss one evening of class.

Let's pull together and make this class a success. Definite news about the basketball team will appear in the next issue.

By AL CUNNINGHAM, Appren.

INTERNATIONAL LABOR OFFICE HITS BANNING OF OLDER WORKERS FROM JOBS

Says They Are Valuable Where "Quality, Rather Than Quantity, Is Required"; Big Jobless Army Enables Employers to Choose Young Workers and Refuse to Employ Elderly Workers

After analyzing arguments that have been advanced for and against the employment of older workers by those who own and control the prevailing system of production and distribution, the preliminary report on "discrimination against elderly workers," which was submitted to the governing body of the international labor office at its recent quarterly meeting in London, England, found that "in general, a hiring policy applying age as a decisive criterion appears to be unjustified."

Recommends "Rational Hiring Policy"

"The essence of the matter," the report declared, "seems to be that the older worker is preferable on the very important condition that he has retained sufficient physical ability for his job, to the performance of which he can bring experience and reliability. He may be particularly valuable where quality, rather than quantity, is required. Preference, on the contrary, will be given to the younger worker when physical strength, rapidity of work, and adaptation to new methods are called for."

Employers Refuse Jobs to Older Workers

Prepared by the international labor office at the request of government employers' and workers' representatives on the governing body, in compliance with the suggestion of Robert J. Watt, American workers' delegate to the international labor organization, the report, compiled from data contained in questionnaires filed by authorities in various countries, found reason for the belief that employers do not single out older workers for discharge and keep younger workers, but that once having been discharged it is more difficult for an older worker to find fresh employment.

All of which means that employers do discriminate against elderly workers because of their age.

Unemployed Handicapped by Loss of Skill

"A certain amount of deterioriation in skill," the report said, "is necessarily involved in long spells of unemployment, which becomes a definite handicap in obtaining fresh employment, especially in the case of skilled workers." This "handicap" arises, of course, from the fact that under the prevailing system of production, employers control the work opportunities and can therefore effectively apply the age handicap in their hiring policy.

Employers Prefer Younger Workers

Taking up the admitted disproportion of older workers in the unemployed army in all countries, the report suggested it is probably due in part to the fact that, when business recovery enlarged the number of available jobs, employers, with a big unemployed army to select from, chose the younger workers on the theory that they were "able to adjust themselves with greater readiness to recent technological changes in industry" than the older workers. This theory also led employers, in some instances, to re-employ "the more adaptable of the older workers," with the net result that the "less efficient" elderly workers were left in the jobless army.

Mechanized Industry Used to Victimize Elderly Workers

Turning to industrial conditions which are unfavorable to elderly workers, the report said that while, on the one hand, mechanization has favored them by doing away with much heavy labor, on the other hand it has aggravated their position by creating new forms of work under which the "increased speed and intensity" which employers usually impose on their workers with the installation of machinery "are so exhausting that older workers cannot stand the strain."

Some employers, the report pointed out, prefer older workers on the ground that they were more experienced and efficient and have better judgment; that they are best fitted for certain jobs, especially where quality is important, and that they are more reliable and reduce labor turn-over.

Other employers, however, object to elderly workers on the ground that they are unable to maintain a piece-work pace, that they lack muscular strength, and that their mental processes show signs of slowing down.

Farm Co-operatives Big Business in Canada

Compared with Canada's leading manufacturing industries, which include pulp and paper making, central electric stations, automobiles, petroleum products and textiles, farmers' cooperative business organizations rank first in number of establishments, third in gross sales value, and fourth in capital investment. Nearly 4,000 farmers' coops have 400,000 members, and 450,000 patrons. The total number of farms in Canada is about 730,000. Many of the coops pool the buying of farmers' supplies as well as the selling of their products. Despite the depressions they have continued to expand their operations.

DEMAND THE UNION LABEL.

THE LOWDOWN

With KOPKE

CONDITIONS IN PARTICULAR: If the northern California paint making industry could be considered as indicative of country-wide conditions, we could all join in on a healthy chorus of "Happy Days Are Here Again."

With only two out of the twenty-one east bay plants reporting the lay-off of a few men, and with the majority of workers enjoying the full forty-hour week, prospects for a greatest year loom bright on the paint makers' horizon.

Every member of the paint makers' union feels that we have demonstrated to our employers that we enjoy a determined and definite policy of fairness to all, and, we also believe that the great majority of our employers are of the same mind.

That the membership of Local 1101 can view delicate situations of vital importance to the union, with a fair and unbiased attitude, as has been demonstrated on many occasions, has resulted in a greater confidence on the part of our "bosses."

And this knowledge of the union's determined policy of honesty and sincerity has resulted in many concessions by our manufacturers that might otherwise have been held back.

And, as we knock on wood, we again boast that not one member of Paint Makers' Local, No. 1101 has ever been called out on strike. You can't miss with fair employers and a fair union, because you'll always get fair conditions.

ON SHERWIN WILLIAMS: The crucial point to our campaign came last week as a result of a controversy on Treasure island.

Splendid support by the district councils of painters in this area, through their representatives on the island, resulted in removing seven drums of unmarked paint from the grounds. It seems that the original name had been painted over. This caused the business agent to become suspicious of its manufacture. Upon investigation it was discovered to be products of Sherwin Williams. The painting contractor was immediately notified that no painter would apply the paints of this non-union concern.

This statement was reiterated in the offices of Mr. Day, in charge of construction on the island, by the officers of the San Francisco Building Trades and District Council of Painters.

At a later date, the same representatives of labor were called to a meeting by Mr. Lee Cutler, president of the exposition, who informed the union men, that they, in the opinion of the exposition people, were breaking their contract. It was pointed out at this time by your representatives that the painters had no other choice but to abide by the ruling that they themselves set-up, namely a national "we don't patronize" campaign directed at the Sherwin Williams Co.

In an effort to satisfy all parties concerned Brothers Ricketts, Watchman, Mead, Johnson, and Del Carlo of San Francisco and your business agent, met with Mr. Hoeltz of Sherwin Williams. After a two hour conference, a plan was

Continued on page 4

For STYLE, QUALITY and SERVICE
Try JACK WILLIAMS for your
NEXT TAILOR MADE SUIT
Your CREDIT is good
JACK WILLIAMS, EXCLUSIVE TAILOR
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You can't afford to bake at home—
But you can afford the BEST if you buy
MOTHER'S
FRUIT CAKE
Gold or Dark—25c - 50c - $1.00
Special 2 lb. Holiday Fruit Ring 35c
MOTHER'S CAKE & COOKIE CO.

We Don't Patronize

The following persons and firms after a thorough examination into the causes at issue, have been deemed unworthy of the patronage of members of organized labor and their friends:

BAKERIES
Sunkream Bakery, 1404 37th Ave.
Sunland Biscuit Company.
Luziana, 10415 E. 14th St.
Dad's Cookie Co., 414 23rd Ave.
Blohms Bakery, 5852 Foothill Blvd.

BARBER AND BEAUTY SHOPS
Barber Shop, 3714 E. 14th St.
Barber Shop, 3638 E. 14th St.
Barber Shop, 5487 Foothill Blvd.
Barber Shop, 366 12th St.
National Beauty Salons, 1712 Broadway and 1432 San Pablo Ave.
Alice Ames, 1547 San Pablo, Oakland and 2215 Telegraph Ave., Berkeley.
Passadori Shop, 3337 Lakeshore Ave.
Barber Shop, 474 8th St.
Varsity Barber Shop, 2305 Telegraph Ave., Berkeley.
Barber Shop, 5482 College Ave.
Leamington Barber Shop.
Barber Shop, 435 12th St.

CLEANING AND DYEING
Associated Cleaners, 1200 34th Street
Consolidated Cleaners, 1720 Broadway
Consolidated Cleaners (All)

DRUG STORES
Guy's Drug Stores (All)
Bolton's Pharmacy, 1888 Solano Ave., Berkeley.
Richards Drug Co., 437 Colusa, Berkeley.
Richards Drug Co., 1317 Gilman, Berkeley.
Stier Drug Co., 3407 Lakeshore, Oakland.

GROCERY STORES
All Soar's Food Stores

HOTELS
Alameda Hotel, Alameda, California.

MEATS, HAMS AND BACON
Ortland Bros. Meat Market, 1577 Solano Ave., Berkeley.
Palace Market, 1375 East 14th St., San Leandro.
Ruebling Meat Market, 3803 San Pablo Ave., Emeryville.
All Oriental Markets

MILK PRODUCERS
Happy Homes Guernsey Farms, Ripon and Lodi District
Blewett's Farm, Ripon and Lodi
Salles Brothers, Tracy
C. Stenni, Tracy
John Colli, Banta
R. P. Frisby, Napa

PRINTING - NEWSPAPERS
Bay Cities Printing Co., 538 16th St.
West Coast Printing Co., 467 4th St.
Saturday Evening Post
Ladies' Home Journal.
Country Gentlemen

RESTAURANTS AND CAFETERIAS
Colonial Cafeteria, 1504 Franklin St.,
Silver Cafe, 1600 Clay St.
Robin Hood Inn, 55 Grand Ave.
Asia Low, 815 Webster St.
Cat & Fiddle, Berkeley.
Hickory Pit, 4308 Telegraph Ave.
Drago's Tamale Parlor, 2080 Broadway.
Milton's Restaurant, 583 Castro St., Hayward.
S. H. Kress Stores.
Woolworth Stores
All White Log Taverns.

STORES
Dundee Smart Clothes, 1224 Broadway
Florsheim Shoe Co., 1444 Broadway.
Burt's, 1209 Washington Street
Berland's, 1535 Broadway.
Feltman & Curme, 1124 Washington St. and 1932 Telegraph Ave.
MacFarlane's Candy Stores
Stag Clothing Co., 803 Broadway.
Leed's Shoe Store, 1315 Washington St.
Nisley Shoe Store, 1425 Broadway.

MISCELLANEOUS
Petersen Tractor and Equipment Company, Hayward.
East Oakland Hospital, 2648 E. 14th St.
Saylor's Chocolates, Inc., 2420 Encinal Ave., Alameda.
Ray Fieste, 6057 Valley View, Oakland.
Blank's Mens' Furnishings, Castro and B Sts., Hayward.
National Nut Company, 362 4th St.
Blakemore's Tire Shop, 2100 San Pablo Ave., Berkeley.
Apex Rotarex Mfg. Co., 45th & Horton Sts.
Workingman's Store, 821 Washington St.
Purity Spring Water Co.
A. K. Wilson Co., 2400 High St.
East Bay News.
Cudahy Packing Co.
Sherwin-Williams Paint Co.
Kroehler Manufacturing Company
Standard Oil Company of California.
Peerless Boiler Shop, 2020 E. 12th St.
Pioneer Farm Creamery, Berkeley.
Goldstone Bros., Overalls.
Sunset View Cemetery.
C. K. Williams, Emeryville.

Building Trades Council

PLUMBING
L. E. Bepler, 806 Vincente Ave., Berkeley.
Eugene Ehret, 1936 Shattuck Ave., Berkeley.
R. B. Darby, 1836 Francisco St., Berkeley.
Knut Nelson, 2534 14th Ave.

MISCELLANEOUS
R. M. Ball Co., Engineering Contractor
H. B. Page, Plastering Contractor.
Raconi Floor Company.
Walter Todd, Cement Contractor.
F. C. Meyers & Son, Roofing Contractor.
Getz Neon Sign Service.
C. E. Montgomery, Painting Contractor.
O'Keefe & Merritt Stove Co., Los Angeles
A. French, Painter, Alameda.
Palmolive-Peet Co., Berkeley.
Forderer Cornice Co.
L. B. Hooker Co.
Standard Fence Company.
California Ornamental Iron & Fence Co.
Newberry Store, 19th and Broadway.
Sherman Electric Co., Hayward
Ansel Electric, 1401 Park, Alameda.
Burr & Son, Painting
Kalem Laundry, Berkeley.
Kimblad Heating Co.


OPEN EVENINGS
and
SUNDAYS
UNTIL 10 O'CLOCK
LUCKY
OWNED AND OPERATED BY YOUR NEIGHBOR

Call the Linen T AND T Supply
100 Per Cent Union
730 29TH STREET
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CAPWELL SULLIVAN & FURTH
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Values That
TALK TURKEY
Important to your Thanksgiving feast
Blue Enamel Roaster, fowl-fitted, fits 16-in. oven 1.29
3-Piece Carving Set, fine steel blades; stag-handle 3.95
Enamel Cookware with Glass covers, all needs Pyrex 1.49
Third Floor
Capwell, Sullivan & Furth
GLencourt 3131

BOOST THE LABEL!
BUY UNION LABEL PRODUCTS ONLY
When making purchases always ask for the union label. If building a home or repairing one see that the men doing the plumbing or steamfitting work, painting jobs, etc., belong to the union. Ask to see their Card. Boost the union emblem and help yourself. Patronize and demand the following union cards:

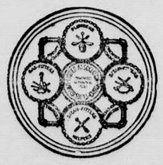

Patronize only barber shops displaying this card.

Demand This Card
UNION SHOE REPAIR SHOP
Boot and Shoe Workers' Union
1938
THIS CARD GOOD ONLY DURING
On Shoe Repairing
Request this Label on All Printing
ALLIED PRINTING TRADES UNION LABEL COUNCIL EAST BAY CITIES
EAST BAY CITIES ALLIED PRINTING TRADES COUNCIL

Look For This Emblem


When You Buy Food

HOTEL AND RESTAURANT EMPLOYEES AND BEVERAGE DISPENSERS INTERNATIONAL ALLIANCE
AMERICAN FEDERATION of LABOR
UNION HOUSE
When you patronize a union cafe you are sure of high class service and food


Be sure the man that does your plumbing or steamfitting job carries a union card

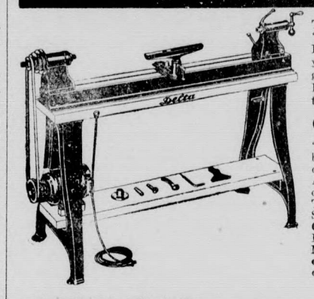


Carmens Union, Division No. 192

SAFEWAY
The Safeway Store in your own neighborhood is prepared to Save You Money on All Your Food Purchases!
START SAVING AT SAFEWAY TODAY

Demand the UNION LABEL at all times!

"GOLDEN BRIDGE BEVERAGES"
TEN ASSORTED FLAVORS
Orange, Root Beer, Creme, Strawberry, Cola, Punch Drink, Ginger Ale, Club Soda, Lime Rickey, and Sparkling Water
SELLS— Full Quart Bottles..10c Plus Bottle
12 Oz. Bottles..... 5c Deposit
TRY SOME OF THESE DELICIOUS "GOLDEN BRIDGE" BEVERAGES SOLD AT YOUR NEAREST DEALER
Product By
PIONEER BEVERAGES, LTD.

IT'S EASY TO DO *Woodturning* WITH THIS *Delta* LATHE UNIT


This efficient Four-Speed Motor-Driven "Delta" Lathe makes woodturning easy. Has numerous special features. With it you can make furniture, toys, novelties, gifts, for hobby or spare-time earnings. Pays big dividends in pleasure, relaxation, or extra money.
Other "Delta" Quality Tools
"Delta" Woodworking Units are ideal for home workshops, small shops, factories, contractors, repair work, and schools. All are available in a large variety of combinations and at prices to fit all needs. The "DELTA" line includes—Grinders, Shapers, Jointers, Band Saws, Scroll Saws, Circular Saws, Woodturning Lathes, Drill Presses, Boring, Routing, Sanding, and Mortising Attachments—and a full line of accessories. Come in TODAY and see our complete display.
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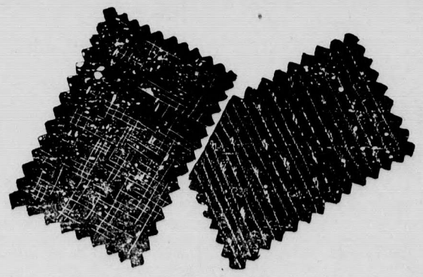
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10th Street at Washington and Clay
Your Pay Check Cashed
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1219-23 Washington St.
Purveyors of best quality MEATS
And Food Products. No waste—Most Economical at our Low Prices

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DRESS LENGTHS
Acetate rayons in smooth and novelty weaves: crepes, jacquards, alpacas, matelasses, novelties, fine flat crepes! They'd cost you $2.50 to $5.00 for each length, if bought from the bolt!
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DON'T LET THAT CORN SPOIL YOUR DAY
WISHART'S CORN ERADICATOR will remove it quickly and safely without fuss or muss!
29c
(Whitthorne & Swan - Main Floor)

ORGANIZED GOVERNMENT EMPLOYES PLAN BIG CIVIL SERVICE WEEK CELEBRATION

Extension of Merit System to 80,000 More Positions Gives Added Interest to Fifty-Sixth Anniversary of Civil Service Act, A. F. of L. Government Employees' Council Declares

Preparations for National Civil Service Week, to be observed January 15 to 21, 1939, will be more extensive than ever before, and the week will take on added significance because of the prospective great additions to the list of civil service positions in the governmental establishment two weeks later, according to the American Federation of Labor government employees' council, composed of representatives of the nearly 300,000 government workers affiliated with organized labor.

The accessions to the civil service system will come about on February 1 as a result of the two executive orders issued by President Roosevelt on June 24. It is the present estimate that about 80,000 positions will be added to those in the competitive civil service as a result of these orders.

This will mean that, although the incumbents will remain on the jobs and will for the most part acquire a civil service status, hereafter the positions will be filled only in accordance with the civil service act and rules. The orders also provide that incumbents may obtain civil service status only if they have done satisfactory work and are able to qualify for the positions on the basis of noncompetitive examinations.

The civil service has grown up very largely by this method, of incorporating various positions in it by executive order, and the prospective additions in February will be the most extensive in the history of the civil service act.

National civil service week, 1939, marks the 56th anniversary of that act, which was placed on the statute books on January 16, 1883. Civil service week was established several years ago by the American federation of government employees, following a suggestion by a civil service official in San Francisco, and the civil service commission has cooperated in observances from its inception.

The observance of civil service week will as usual center in Washington, and detailed plans will be made public soon. A mass meeting on January 16, the anniversary of the civil service act, is already being arranged, and eminent speakers will be obtained to address it. There will be radio broadcasts on national networks, and numerous other events of interest.

Subsidiary celebrations will take place in many other cities throughout the country, with local broadcasts on civil service topics.

Cooperation by A. F. of L. unions generally is urged. Government employe groups will welcome the participation of all A. F. of L. affiliates in the observance, and the attendance of union members at meetings held in connection with the anniversary.

FOX
PARAMOUNT
NOW PLAYING
MICKEY ROONEY
WALLACE BEERY
in
"STABLEMATES"
.....ALSO.....
"FUGITIVES FOR A NIGHT"
Frank Albertson
Eleanor Lynn

FOX
OAKLAND
NOW PLAYING
"THE GREAT WALTZ"
with
LUISE RAINER - FERNAND GRAVET - MILIZA KORJUS
HUGH HERBERT - HENRY HULL
.....ALSO.....
JANE WITHERS
'ALWAYS IN TROUBLE'

FOX
ORPHEUM
NOW PLAYING
MOVED OVER!
2nd Thrilling Downtown Week!
"SUEZ"
TYRONE POWER - LORETTA YOUNG - ANNABELLA
CAST OF THOUSANDS
Plus Added Featurettes!

WHAT NEXT?

A Syracuse, N. Y., manufacturer is building a plant designed for 24-hour operation 365 days a year. Air-conditioning and panels of glass blocks eliminate the need for windows.

McFADDEN'S BALLROOM
1933 Broadway, Oakland
DANCING EVERY EVENING EXCEPT MONDAY
Our Bargain Night at Melody Lane 1616 Franklin Street
Every Wednesday Night
Admission 25c
Clubs, Lodges — Sponsor a dance party and raise money

ROOSEVELT THEATRE
12th Street—Near Broadway
BIG TIME VAUDEVILLE AND 2 FEATURES
EVERY SATURDAY AND SUNDAY
Play Screeno Every Monday
POPULAR PRICES

AUXILIARY NOTES

How the Women Are Helping Through Their Organizations

Carpenters' Auxiliary No. 160

We are always glad when the holidays are approaching and it is time for rejoicing. May I take this opportunity to extend Thanksgiving greetings to all?—President Marie Lyon.

MEETING

Next meeting is Tuesday, December 6th, 1:30 o'clock. Be sure and be present.

Read of our social day in the next issue.

SYMPATHY

Ladies' Auxiliary of Carpenters, No. 160, extend to Brother Carl Bart, in the loss of his wife, Sister Amy Bart, our sincere sympathy.

TESSIE O'LEARY, Press Cor.

Labor Temple Auxiliary

Members of labor temple auxiliary are requested to be present at the meeting to be held this afternoon at 2 o'clock.

A report on the whist will be given, and other matters of interest to the membership will come before the meeting. Make special effort to be there today.

GRACE SCHMIDT, Secretary.

Typographical Auxiliary No. 26

Regular social day was held at the clubhouse Wednesday. Each member was asked to fill a table for cards and lunch. A very pleasant afternoon was spent by all who attended. The lunch was planned by Mrs. J. Patterson, assisted by Mesdames Wolters, Peterson, Forsterer, Stiffler, Small, Stewart and Weeks.

About seventy-five ladies enjoyed a crackling log fire in the big grate, and a lucious feast.

A wonderful fruit cake was the award for one holding the lucky ticket.

The big event of the year will be the Italian feed, Saturday night, at the Narcissus restaurant, on Fourteenth street, at Second avenue.

The members of No. 26 are playing hostesses to their typo members and escorts.

A large turkey whist on December 3rd, at the labor temple is being planned. All are welcome. Turkey awards and lovely gifts for the best scores.

"We boost the union label."

MABEL BOEK, Press Cor.

Machinists' Auxiliary No. 97

Cordial Thanksgiving greetings to the readers of East Bay Labor Journal, to the editor, Councilman J. H. Quinn, brothers of the I. A. of M. B. and to the sisters of our beloved Auxiliary No. 97, from President Josephine Madsen.

REGISTRATION

Sisters, a new registration of Ladies' Auxiliary to I. A. of M., No. 97 is being made for the Christmas tree. Please send or phone your children's names and ages up to 12 years inclusive. Send names to Marie Dixon, 1831 Irving avenue, Oakland. Phone FRuitvale 1476-J.

CHRISTMAS TREE

December 17th, 8 p. m., Christmas tree for "kiddies" in Sciots' hall, 12th and Washington streets.

OFFICERS' MEETING

Officers of No. 97 met at the home of Marie Dixon, Thursday evening, November 10th. The hostesses of the evening were Sisters Marie Dixon and Mae Moore. Upon arrival we were cordially welcomed by our hostesses.

This meeting was important as well as instructive. It was the last meeting of the officers for this year, so I will give you an outline of each one of our officers for the year. Our officers and members are always willing to cooperate with President Josephine Madsen and the attendance record shows how she rates as president. Past President Lorraine Metteer, enjoys her work and is always interested in the proceedings. Marie Dixon, financial secretary is to be complimented for her faithful service in keeping the auxiliary accounts. Evelyn Gerholdt, treasurer, keeps the books up to date, and loves the auxiliary work. Alpha Fedderson is one of our most conscientious and interested members. Gladys Costa, vice president, when elected received congratuations from the sisters who have great confidence in her ability.

Initiation is always a beautiful and impressive ceremony due to the dignified manner in which Marshal Mary Logue, Conductress Valia Hill and Warden Eleanor Tombe put on the floor work.

Mae Moore realizes the importance of her office as sentinel and perfectly performs the duty of that office. Chaplain Mary McMullen, one of our faithful members has much credit due her in her work, and her sweet and winning personality has won a large circle of friends in No. 97. Finance committee Anna Hoover, Wilma Binger and Alta Kimball are always on the job turning in a complete report when the books are audited. Musician Marian Stall, when present is always at the piano with a smile.

Meeting adjourned and we were led to the dining room where delicious refreshments of a frozen orange salad, peanut butter bread, olives, candy, two kinds of cake and coffee were served. Chrysanthemums and other flowers made a delightful table decoration. This proved a most enjoyable affair, there being much merriment and one yarn (when we were a child) encouraged another. As the hour grew late we realized "that all good things must come to an end." Good nights were said.

NOTES

Sister Jessie Eck left last Sunday for Redding after spending several weeks in Oakland. She expects to make her home there, where Brother Eck is working. Before Sister Eck's departure Sister Ruth Doty gave a luncheon in her honor. Halloween decorations and yellow chrysanthemums were the table decorations, whist was enjoyed after lunch. Mrs. Pearl Hawkins, Ellen Nicholson, Jessie Eck and hostess, had a pleasant afternoon.

Sister Virginia Nicholas had as guests to a dinner recently Sister Jessie Eck, and Brother Jack and Betty Ray.

BIRTHDAY DINNER

Sister Virginia Nicholas gave a birthday dinner in honor of her daughter, Violet Nicholas, Sunday, November 13th at her home in 66th avenue. There was a pretty birthday cake. Violet was presented with a wrist watch by her mother and father. Mr. and Mrs. Max Cazin and son, Russell, were guests at the dinner.

Sorry to report that Sister Ruth Rotramel's, daughter has been ill and that Brother Rotramel has an injured finger. No. 97 wishes you both a speedy recovery.

Sister Josephine Tomsic, Auxiliary No. 97 wishes you a speedy return of health and strength.

Brother Doty was present at our last meeting and had a patch over his eye. He says it was a door he walked into. We heard that story before.

Ventia Winward is feeling better from her cold.

Genevieve Bosworth is home from the hospital and is gaining her strength.

Sisters, send your mystery sister a Thanksgiving card.

Sisters Fedderson and Hill enjoyed the show Monday evening.

WEDDING BELLS

A honeymoon trip in the Yosemite valley was enjoyed last week by Mr. and Mrs. Cyril A. Davis whose wedding took place recently in St. Joseph's Catholic church in Alameda. The bride, the former Miss Kay Roschitsch, daughter of Mr. and Mrs. Max Roschitsch was attired for her wedding in a gown of white taffeta, cut in princess style. Pearl clips were worn at the square cut neckline of the dress and the fingertip veil was attached to a Juliet cap trimmed with pearls.

A cascade of gardenias on a white satin marker fell from the prayer book which she carried.

Mrs. James Dignan served as matron of honor and her dress was peach taffeta, old fashioned in design, with which she wore a bonnet of taffeta adorned by a velvet ribbon, tied becomingly under the chin. Similar were the gowns worn by the bridesmaids, Miss Elizabeth

Continued on page 4

ATTENTION HOUSEWIVES
PATRONIZE YOUR UNION LAUNDRIES!
The following are Union:
NEW SYSTEM LAUNDRY
801 Delaware St., Berkeley
THornwall 3735
CENTRAL FRENCH LAUNDRY
425 Foothill, HIghgate 8463
MARSHALL STEEL CO.
Plant 5427 Telegraph Ave., HU-2800
NEW PROCESS LAUNDRY
2639 E. 9th St., FRuitvale 0518
SANITARY LAUNDRY
3822 Manila Ave., HUmboldt 9828
CRYSTAL LAUNDRY
2307 Chestnut St., HOlliday 5313
UNION FRENCH LAUNDRY
861 Isabella St., Highgate 0753
OAKLAND OVERALL LAUNDRY
3423 Harlan St., Piedmont 0772
OAKLAND LAUNDRY
730-29th Street, HIghgate 0160
CONTRA COSTA LAUNDRY
23rd Ave. & 7th St., FRuit. 6600
PIONEER LAUNDRY
1291-63rd St., OLympic 7000
EXCELSIOR LAUNDRY
2116 West St., LAkeside 0624
PEERLESS LAUNDRY
4701 Grove St., Piedmont 0185
DE LUXE LAUNDRY
1745 E. 14th St., FRuitvale 1600
AMBASSADOR AND ARROW TOWEL LAUNDRY
1168-36th St., Piedmont 3740
OAKLAND-CALIF. TOWEL CO.
958 28th St., LAkeside 2711
WHITE STAR LAUNDRY
3923 Broadway, Piedmont 0308
UNION PACIFIC LINEN SUPPLY
830-28th St., Highgate 3342
E. B. LINEN SUPPLY
1237 7th St., LAkeside 7131
SUPERIOR FRENCH LAUNDRY
2121 Poplar St., Highgate 0645
CALIFORNIA LINEN SUPPLY
989-41st St., Piedmont 3430
TROY-MANHATTAN
1812 Dwight Way, BErkeley 0335
FAMILY SERVICE
1121 Hayes, San Leandro
TRinidad 5881
PARISIAN LAUNDRY
2319 Lincoln Ave., Alameda
ALameda 4400
CAVANAUGH OVERALL LAUNDRY
2310 Clement St., Alameda
ALameda 0765
MODERN LAUNDRY
1926 Park St., ALameda 3012
ALAMEDA STEAM LAUNDRY
2235 Lincoln Ave., ALameda 1600
For further information call
Laundry Workers' Union No. 2
JESSIE WITTORFF, Bus. Rep.
SWerwood 0777
TEmplebar 0742
LAURA PONTANELLA, *Secretary*

ENJOY DANCING AT
SWEET'S
14TH and FRANKLIN STS.
Every Thurs., Sat. and Sun.

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IS THE OUTLAWING OF THE "CLOSED SHOP" ANOTHER PROPOSITION No. 1?

Continued from page 1

and economic problems. Under the Wagner act, as we already know, the closed shop is recognized and protected once a majority of employes have joined the union.

It is with surprise, therefore, that we learn of a decision rendered by the Honorable J. D. Murphey, of the Alameda county superior court, on November 15, 1938, by which an injunction was granted against the Registered Pharmacists' Union, Local 1172, an affiliate of the A. F. of L. and of the local central labor council upon the basis that the state federation sponsored California statute makes illegal the closed shop, although all employes affected by the union agreement were members of the union.

The injunction prohibits the union from picketing or conducting any kind of a boycott against the employer involved for the purpose of obtaining recognition of the union as the sole collective bargaining agency and of procuring a "closed shop." Following the decision of the judge it was hailed by the employer's attorney as the most important decision handed down in California on the rights of labor for many years. There is no doubt that this statement is true, as is evidenced by the facts of the controversy, which may be briefly set forth:

On December 3, 1937, the employer executed with the union the collective bargaining agreement which was already in effect between the union and the drug industry in Alameda county. This contract expired on October 1, 1938. Under the terms of the agreement, it was provided that although the employer might hire outside of the union, such non-union employes must make application within 7 days and become members in good standing in the union within 30 days from the date of their hiring. This is the usual provision in labor contracts, and is the so-called "closed shop" or union shop. At the time this contract was procured all of the pharmacists were members of the union. When the contract expired on October 1, 1938, all of the pharmacists were still members of the union. The employer refused to renew the contract unless the union eliminated from it the above provision of hiring and also a provision that recognized the union as the sole collective bargaining agency. On October 5th the union declared a strike for renewal of its contract. On the 6th of October all of the pharmacists employed with the exception of one came out on strike. The striking pharmacists were replaced by non-union strikebreakers, who promptly were formed into a company union. The picketing was carried on peacefully but most effectively. On the 13th of October the one pharmacist who did not come out on strike sent in his letter of resignation to the union, and on the 14th of October the injunction suit was filed. As stated, a judgment was sought upon the basis of the sections of the California labor code which we have referred to in this article and Judge Murphey, in giving his decision, has outlawed the closed shop in Alameda county.

We may well ask ourselves what is to be the aftermath of this decision. Already, we have a partial answer, in that the day following the decision local papers carried a story that L. N. Rowles, the operator of six service stations in San Francisco, who had been picketed for the last four months, stated that he would incorporate Judge Murphey's decision in his fight against the garage employes' union in San Francisco in a $25,000.00 damage suit against the union there.

The full answer may be gleaned from the findings of fact signed by Judge Murphey upon which he based his decision, and from the future application of these findings of fact and conclusions of law to other cases. In these findings he stated, "there was no dispute involving wages, hours or physical conditions of employment."

We emphasize and put in bold type the words, "WAGES, HOURS AND PHYSICAL CONDITIONS OF EMPLOYMENT." Proposition No. 1, just defeated in this state defined a labor dispute to a controversy limited to wages, hours of work and physical conditions of place of work, tools, equipment, supplies, materials—in brief, physical conditions of employment. There is no doubt that the decision of the judge, his findings of fact and his conclusions of law will be carefully studied by employers attorneys who will use this decision as a basis of attempting to establish open shop conditions throughout the state of California, just as in the presentation by the employer's attorney of the present case before Judge Murphey, the decisions cited by him were two superior court decisions, one from Contra Costa county and one from Solano county, in which the statute was held to outlaw a closed shop where none of the employes were members of the union. The present case now makes the closed shop illegal although all of the employes are members of the union. The build-up is obvious. As also the "system of communication" between various employers' attorneys, and likewise it is evident that industrial associations and combinations of employers have coordinated their legal efforts as well as their financial and economic power.

Is, therefore, the aftermath of the decision to be the putting into effect of Proposition No. 1 through injunction proceedings of the court? Will employers gain through judges what they were not able to establish through the democratic institution of the ballot? If other judges should follow this decision California will join those jurisdictions where many years ago it could rightfully be said that the injunction was the economic weapon of the employer.

Organized labor must be ever watchful for such an attempt and must take steps to so clarify the statute in California that every possibility of such interpretation as that given to the California satute by Judge Murphey will be forever removed. We should see that in California is passed a law limiting the powers of judges to grant injunctions in labor cases, and thus protect and guarantee collective bargaining in the state of California.

5,000 Members Gained by Philadelphia City Employes' Union in Strike Settlement Pact

Agreement with A. F. of L. Affiliate Secures Reinstatement of Garbage and Ash Collectors with Back Pay and Provides Arbitration for Future Controversies

A signal victory for trade union principles was secured in the agreement between the authorities of the city of Philadelphia and Local No. 222, American Federation of State, County and Municipal Employes, affiliated with the American Federation of Labor, which settled the strike of hundreds of city ash and garbage collectors.

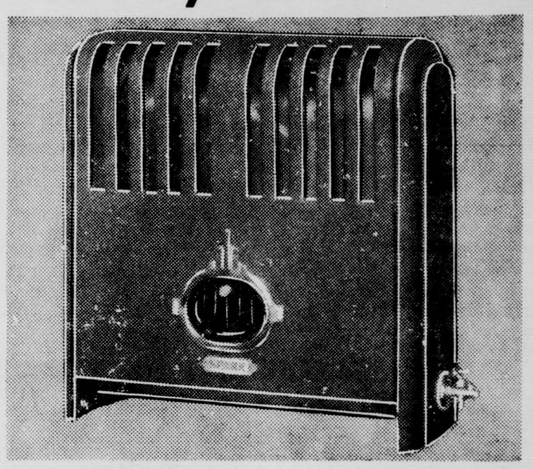
During the eight days of the controversy it was estimated that approximately 3,000 city employes were on strike. The city authorities undertook, with small success, to operate the refuse collecting service by strikebreakers, who were laid off when the strike was settled.

The agreement, signed by Martin J. McLaughlin, director of the department of public works, on behalf of the city of Philadelphia; Emmett P. Freeman, general representative, American Federation of State, County and Municipal Employes, and John J. Lorden, representative, American Federation of Labor, provided that employes shall not strike or stop work and the differences that arise in the future shall be settled by arbitration in all matters not prohibited by federal, state and local laws.

It is also provided that 264 employes laid off the latter part of September by reason of "lack of funds" shall be reinstated in their former positions and that all men notified of their intended discharge shall also be reinstated to their former positions. The sum of $34,613 was provided to meet this expense. The agreement also stopped a proposed 30 per cent cut in wages.

Emmett P. Freeman, general representative of the municipal employes' union, said the union's membership would be increased 5,000 as a result of the strike and the agreement.

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2111 WEBSTER STREET, OAKLAND, CALIF. Phone TWinoaks 3833
JOURNAL PRESS, 237 East Fourteenth Street. TWinoaks 1833

Determined a newspaper of general circulation (as defined by Section 4460 of Political Code) by Decree of the Superior Court of the State of California in and for the County of Alameda

Entered as Second-class Matter, November 3, 1923, at the Postoffice at Oakland, California, Under the Act of March 3, 1879.

SUBSCRIPTION RATES—One Year.....$2.00
Single Copies.....5 Cents
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Consumer Benefits

Quality Up, Prices Down

While the direct benefits of modern production, such as quality at lower price, have been generally recognized, many of the indirect benefits often escape the attention of the average American consumer.

One important indirect benefit might be stated as follows: Modern production of one product frequently tends to increase the quantity and quality of production of other products and to reduce their prices to consumers.

Take the case of a large manufacturer. Suppose he needs a new type machine to lower his production costs. This machine is not on the market. But he has the machine built at a great cost.

Then the company building this machine learns that it can also be used by several smaller manufacturing concerns. Because several such machines can obviously be built at lower cost per machine, it becomes possible for these several companies to purchase them. These machines, in turn, help in lowering the cost of the parts or finished product turned out on them.

Or again the relationship may be more direct with the consuming public. The motor car industry is a good example of a flow of indirect benefits to the consuming public because of the wide variety of materials and products used in large quantities. Manufacturers report, for example, that because they receive large orders from General Motors for materials and supplies they are able to make products for consumers at lower prices. These products range all the way from mirrors, carpets, dress velvets and cotton goods to roofing materials, glass windows, linoleum, leather goods and rubber shoes.

Union Men Must Go On

Union men and women have no reason to flatter themselves that their work is done because their trade and the trades of many others are organized. As long as there are workers unorganized (and there are millions of them in the United States), organized labor cannot cease its fight to increase union membership. As William Green said: "Ours is a constant, never-ending fight for a full and complete recognition on the part of all employers of labor of the principles of collective bargaining, for justice, decent wages and tolerable and humane conditions of employment. Our task will never be completed so long as any part of this undeclared goal remains unrealized."

BASKETBALL TEAM OF PAINTMAKERS WINS ANOTHER GAME

Once again, the paint makers' basketball team, in another of their famous last quarter rallies, knocked over the up-and-coming sheet metal workers' quintet by the score of 38-32.

The labor temple champions showed signs of lack of practice and as was predicted last week, only their greater experience enabled them to come out on top. With Gene Ranta, star center from the Pacific Paint and Varnish company and Mervin White, tricky guard, hailing from Walter Boysen's paint firm, furnishing excellent defensive work, the Rainbow casaba tossers hung up an early 14 to 6 lead.

It was at this stage of the game that the sheet metal kids began to whoop things up and when the teams left the floor at half time the score stood at 14 all.

The boys came on the hardwood for the second half with plenty of vim and gave the fans much excitement in the ensuing twenty minutes. Lee Martin, just a chip off the old block, continued his high scoring pace of the first half and tossed in a couple of one handed beauties to put the metal boys in the lead. From here on the score see-sawed back and forth until the last five minutes when some beautiful pass work by the paint makers, that broke Nelson into the hole for four consecutive shots, cinched the game for them.

Managers Louie Martin and Jack Kopke are still on speaking terms and have arranged for a return match in the near future. In the meantime the 127 boys are enjoying their winnings on the game.

Watch for future games to be played with the steam fitters and the painters, or any others who aspire to the top rank now held by Local No. 1101 of the brotherhood of painters.

Union Label Xmas Cards at Office Of Labor Journal

Get your union label Christmas cards now at the office of the East Bay Labor Journal, 2111 Webster street.

A new stock of union label cards have been received by the Journal and are now for sale at reasonable prices.

Mail your friends a Christmas card with the union label attached. Place your order with the Journal at once.

GOT NOWHERE WITH THE DRAGON

A weary knight of the road had stopped at the sign of the "George and the Dragon," near London, and had asked the landlady for a bite to eat, and, mayhap, an old pair of pants.

She (testily, etc.)—No, I haven't anything for the likes of you, and I don't want to see you around here again. Well, be off with you. What do you want now?

Tramp (meekly)—Well, then, mam, could I speak to George.

Preacher Urges Organization Of Auto Workers in AFL Union

Rev. Paul Coleman Says Not More than 6,000 Out of 40,000 Belong to Affiliate of Lewis' CIO

A strong recommendation that the American Federation of Labor take steps to organize the automobile workers in Flint, Michigan, was made by Rev. Paul Coleman of that city in an address to the recent annual convention of the A. F. of L.

William Green, president of the A. F. of L., introduced Mr. Coleman as "a very dear friend," who "comes from Flint, Michigan, and has been very closely associated with developments which have taken place in connection with the organization of automobile workers. He is a pastor of a church located in Flint, in no way a member of our union or connected with the organization, except that he has a deep and sympathetic interest in the economic welfare of the workers. He can therefore speak impartially."

Auto Workers Lack Organization

"I am very deeply interested in the problem of the automobile workers," Mr. Coleman said. "I come to you, bringing greetings from 40,000 unorganized automobile workers in the city of Flint. Between two and six thousand of these automobile workers are affiliated with a movement known as the committee for industrial organization. No man with ordinary intelligence would be so naive as to call that movement an organization. It is not organized. It does not have cohesion. It is composed of conflicting elements."

Reviewing the endeavor of the American Federation of Labor to organize the auto workers some years ago, Mr. Coleman continued:

"Now the men are very craft conscious. The United Automobile Workers of America is disintegrating so rapidly that it is pitiful. The men are also organization conscious, and they come to me, not by scores but by the hundreds, and say, 'We want some sort of an organization.'

"Week before last, from one department of the Buick plant there came a petition with the signatures of 800 former members of the United Automobile Workers of America, asking for assistance in setting up an independent organization. I took time to point out to these men the failures of independent organizations, because they will not meet the problems or the demands of that area.

An American Labor Union Is Needed

"I come to you to plead with you as representatives of the American Federation of Labor to come into the Michigan area and say to these men, 'We are here to give you the kind of organization you need, an American organization'—don't forget that, gentlemen, an American organization.

"The men are conscious that they need that kind of an organization and I believe you can give it to them. You have a certain inescapable moral obligation to these unorganized men that you cannot evade. Don't try to evade it, gentlemen. I know there have been pleas made for peace, and no one loves peace any more than I, because I am a clergyman, I am a preacher, and I want peace, but I don't want peace that will mean suicide in the end.

"I am pleading with your president to see that representatives of these various craft groups send organizers into the Michigan area and give us a real, bona fide, conservative American organization of American working men in the automobile field. I will give you all the help I possibly can in that direction."

Toy Loan Bureau Set Up For Christmas Toys

On Friday or Saturday, November 25th and 26th a Boy Scout in uniform will call at every door in the cities of Oakland and Piedmont to solicit discarded or broken toys for reconditioning and distribution by the Metropolitan Oakland Toy Loan centers. Toys of all



makes, sizes and shapes regardless of condition are acceptable. Give them to the Boy Scout and he will take them to the nearest fire station where trucks will call for them and deliver them to the toy loan centers' workshop at Maritime and Wharf streets in Oakland.

At this time of year there is a greater need than otherwise for toys to be given through the holiday bureau. The Toy Loan centers have agreed to furnish the holiday bureau with toys to complete their Christmas giving. All needy cases are to be cleared through the holiday bureau so that people wishing to contribute at Christmas will be assured they are giving where it is needed and where duplication is eliminated.

The Toy Loan centers are officially sponsored by the Oakland public schools and are operated by the Alameda county advisory council.

A. F. of L. Signs Up Nestles' Milk Products

Following a series of conferences and negotiations extending over a five months' period, an agreement has been signed between the Nestles Milk Products company, whose headquarters are in New York city, and the local A. F. of L. union, Tuscaloosa, Ala. The general manager of the company, U. S. Commissioner of Conciliation V. C. Finch, S. E. Roper of the American Federation of Labor, and officials of the local union participated in the negotiations which culminated in the contract.

Group Insurance Adopted By State Employes' Union

The Agnew Chapter of State, County and Municipal Employees' Union, No. 14-3, Agnew, Calif., has adopted a plan of group insurance and taken out a policy with an indemnity corporation under which each member will secure hospitalization, operation expenses, medical fees and other services in case of sickness or accident.

WHAT NEXT?

The bureau of dairy industry of the United States department of agriculture has applied for public service patents on a process for making synthetic fiber, having the appearance of wool, from casein, a milk by-product. The fiber is said to closely resemble the best grade of thoroughly washed and carded merino wool, the finest size marketed.

Job and Payroll Gains Larger Than Seasonal Reported

Secretary of Labor Perkins reports that non-agricultural employment increased approximately 440,000 between August and September and that factory pay rolls jumped $7,500,000 a week. She said that the gains were larger than seasonal.

Her figures showed an increase in non-agricultural employment of more than 640,000 since June, and added that her statistics did not include casual workers and others employed in harvesting crops nor approximately 120,000 cannery workers who are not part of the normal supply.

AUXILIARY NOTES

Continued from page 3

Roschitsch, sister of the bride and Mrs. Robert Taylor. Their gowns were of deep blue and their flowers sweet peas and roses.

The bride's mother wore a dress of deep green shade and the bridegroom's mother wore black. Both wore corsages of gardenias.

The bride was given in marriage by her father at an altar decorated in white chrysanthemums. Father Murphy read the ceremony.

Mr. Bernard Davis was best man and ushers were Messrs. Warren Davis, James Dignan, Robert Taylor and Bernard Dignan. A reception for three hundred guests was held after the services. The future home of Mr. and Mrs. Davis will be in Oakland.

Mr. Davis is a son of Sister Anna Davis of No. 97.

"Demand the label when buying."
TESSIE O'LEARY, Press Cor.

THE LOWDOWN

Continued from page 2

hit upon that might result in solving the entire matter. Suffice to say that the plan incorporates signing up the employes in the paint makers' union.

In addition to the splendid support by the painters, Locals 1101 and 1071 have sent out thousands of letters again to all district councils in the country, as well as to many east bay firms. Spread the word. Let's break down the barrier that the Sherwin Williams company has erected between their employes and the union.

Labor Temple Association In Paint Makers' Offices

For the knowledge of all those who may be interested, the labor temple association moved their files and desks into the paint makers' offices this week.

This move was made because of the greater room and facilities that are available.

The labor temple association is deeply indebted for the past use of the corner in the steam fitters' office and wish to publicly tender their sincere thanks to this union for their unselfish assistance in enabling the association to carry on their business while waiting for suitable office space.

SMELTER EMPLOYES WIN STRIKE PAY IN MEXICO

An Associated press dispatch from Mexico city announces the settlement of the strike of 2300 employes of the American Smelting and Refinery company's refinery at Monterrey in the state of Nuevo Leon. The workers walked out after negotiations on a new collective labor agreement broke down. Under the settlement terms the company agreed that the basis of a new contract, retroactive to January 4, 1938, would be negotiated not later than November 17, and that wages would be paid for the duration of the strike.

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